

*Kentucky's INTEGRATED*

# Workforce System

**Kentucky**   
WORKFORCE  
INNOVATION BOARD



# WIOA OVERVIEW

Aligns workforce, education, and economic development systems.

Requires alignment of workforce programs to support employers and job seekers.

Targets investments to meet the needs of regional economies tied to labor market information.

Improves services to employers and promotes earn and learn training to address skills gaps.

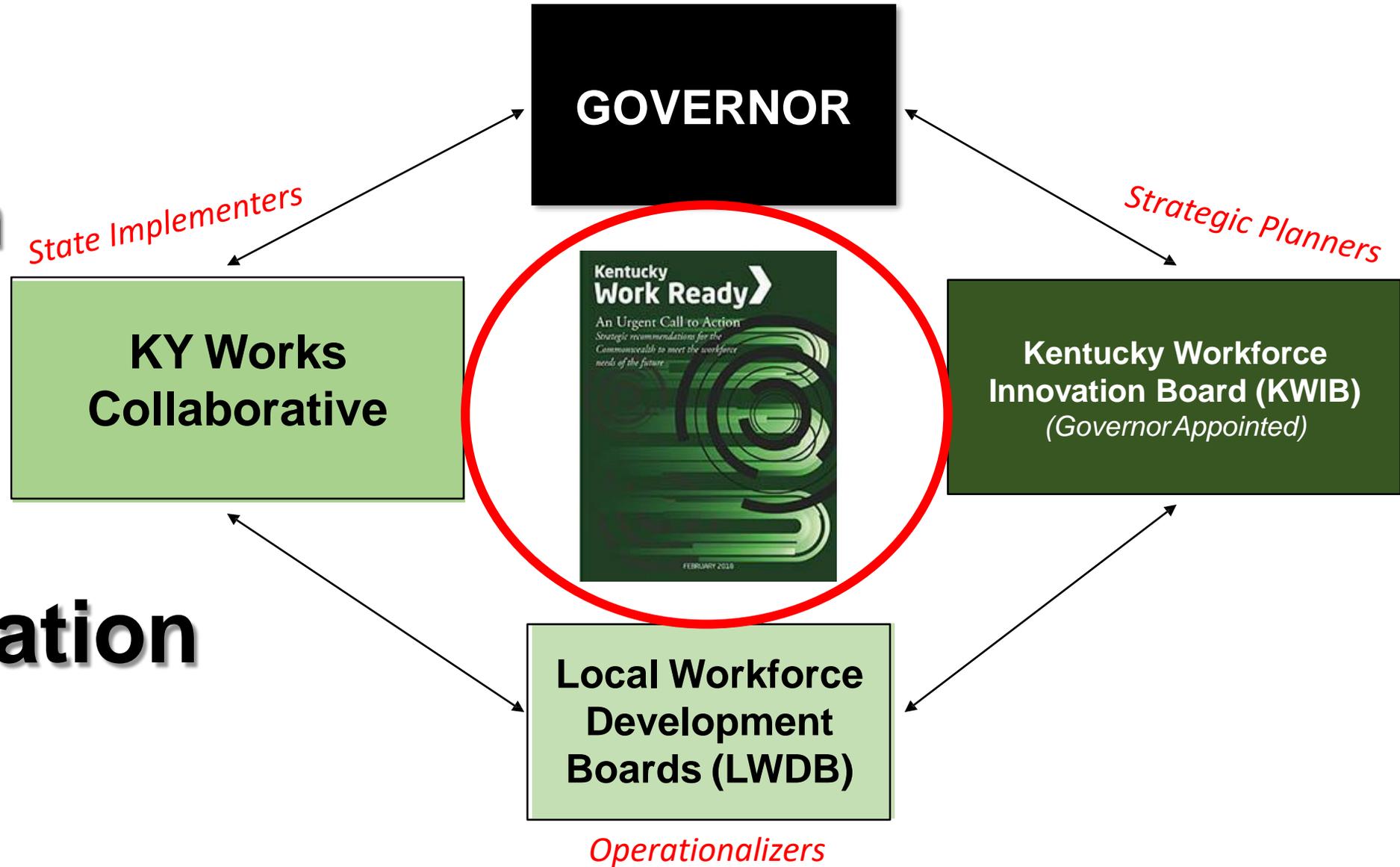
Informs customers about training program performance to help make better decisions.

the strategic roles of workforce development boards.

by including those who receive free and reduced lunch.

The logo for the Kentucky Career Center. It features a green chevron pointing to the right, followed by the text "Kentucky Career Center" in a large, bold, dark grey font. Below this, the phrase "Career Training Employer" is written in a smaller font, with "Career" in green, "Training" in orange, and "Employer" in blue.

# WIOA Integration And Strategic Plan Implementation



## Streamline customer access



### EMPLOYERS

#### WITHIN 12-18 MONTHS:

*Align leadership, program operations, communication channels across Cabinet, eliminate organizational siloes and address top-line priorities of employers, large and small.*

#### WITHIN 18-36 MONTHS:

*Recruit employer champions by region and industry to guide changes to training, curriculum, and workforce program service delivery. Educate the public on the high quality opportunities available.*

#### WITHIN 3-5 YEARS:

*Modernize unemployment technology, systematically use intelligence on workforce supply and labor demand to inform program policy, and provide ombudsman-style of services for employers engaging the workforce.*



### ORGANIZATION AND RESOURCE ALIGNMENT

#### WITHIN 12-18 MONTHS:

*Address barriers to cross-Cabinet collaboration and develop and deploy "guiding principles" for Commonwealth staff for workforce service delivery.*

## Measure and invest in what works



#### #1 Employers



#### #2 Education



#### #3 Workforce Participation



#### #4 Organization and Resource Alignment

#### STRATEGIC GOALS

Goal #1: Actively engage employers to drive Kentucky's workforce development system.

Goal #2: Align and integrate P-12, adult education and postsecondary education to provide lifelong opportunities for Kentuckians that prepare them for the rapidly shifting realities of work in the future.

Goal #3: Increase Kentucky's workforce participation by creating opportunities, incentivizing workforce participation, and removing employment barriers for Kentuckians.

Goal #4: Focus resources on the most effective initiatives and improve the return on our workforce investment, utilizing data to constantly improve workforce development in Kentucky.

#### STRATEGIC OBJECTIVES

1a: Create a workforce development system that is valued by employers.

1b: Establish a clear channel for employer engagement in workforce development services.

1c: Increase the number of employers participating in work-based learning experiences and apprenticeships while also establishing employer champions.

1d: Engage employers in education efforts from early childhood through Kindergarten, Grade 12, and post-secondary.

1e: Leverage employer data on workforce projections and training needs using the talent pipeline management system of the Kentucky Chamber of Commerce and a revamped business service team network.

2a: Increase career exploration opportunities while students are in P-12 and provide all P-12 students an opportunity to earn a certificate(s) or credential(s) prior to graduation, with emphasis on those credentials where dual secondary/post-secondary academic credit is awarded.

2b: Review and adjust the structure (locations, pathways, and resources) of pre-K through postsecondary delivery to identify ways to align and integrate the Commonwealth's educational infrastructure based on employer needs.

2c: Increase awareness of all market-relevant career pathways among students, educators, guidance counselors, career counselors and parents.

2d: Improve the sharing and use of data to inform the ongoing curriculum design for P-12 and postsecondary institutions.

2e: Create opportunities for early, mid, and later-career learning for all Kentucky workers in order to provide a range of learning opportunities for growth, upskilling, and adoption to changes in the nature and structure of work.

2f: Encourage the agility, responsiveness and desire for lifelong learning among older Kentucky workers.

3a: Strengthen collaboration across workforce development, social services, employers and non-profits to address barriers to employment for individuals.

3b: Mitigate disincentives to work and explore ways to incentivize workforce participation for individuals currently receiving social services benefits in order to support their transition to sustainable employment.

3c: Embed programs serving specific populations across cabinets to promote workforce participation. Examples of priority populations include veterans, individuals with disabilities, re-entrants from the corrections system, individuals in recovery from substance abuse, young adults transitioning out of foster care and others.

3d: Develop and promote strategies for employers to address employment barriers.

3e: Develop and pursue strategies that increase the number of Kentuckians, work-ready and free from the influence of substance abuse.

4a: Identify and address the organizational and structural changes that should be made to Kentucky's workforce development governance to improve collaboration and accountability.

4b: Develop a framework and supporting goals and metrics for Kentucky's workforce development programs.

4c: Identify gaps in the existing longitudinal data system and determine available sources to close those gaps.

4d: Define and create an effective communication approach for services to ensure a consistent, quality customer experience.

4e: Build a stronger, more coordinated relationship between state government and local governments, institutions and workforce innovation areas.

## Coordinate across Cabinets

### WORKFORCE PARTICIPATION

#### 12-18 MONTHS:

*Remove disincentives to workforce participation, address priority populations, and increase awareness of existing incentives to hire. Remove barriers to employment.*

#### 18-36 MONTHS:

*Coordinate supports across programs, enhance training and services, and establish employer networks to increase worker placement in full or part-time employment.*

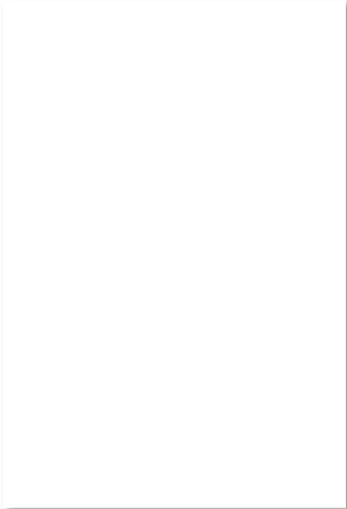
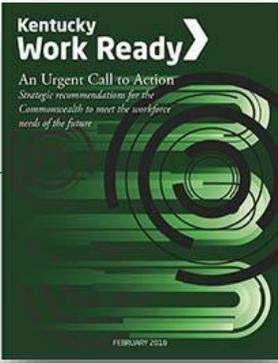
#### 3-5 YEARS:

*Use outcomes data and adjust programs to increase efficacy of recruitment, training, placement and retention for priority populations and reduce the cost to hire for employers.*

#### 3-5 YEARS:

*Coordinate workforce non-profits and advocates to support continued systems change and capacity building while continuing to integrate workforce in a manner that optimizes ROI.*

# Landscape...



**GOVERNOR**

**Kentucky Workforce Innovation Board (KWIB)**  
*51% Business Representation / 20% Workforce Populations / Partners*

**EWDC**  
(administratively attached)

**Executive Committee**

**Workforce Participation**

**Resource Alignment**

**Employer Engagement**

**Education Completion and Attainment**

Joint Committee

**WorkReady Communities**

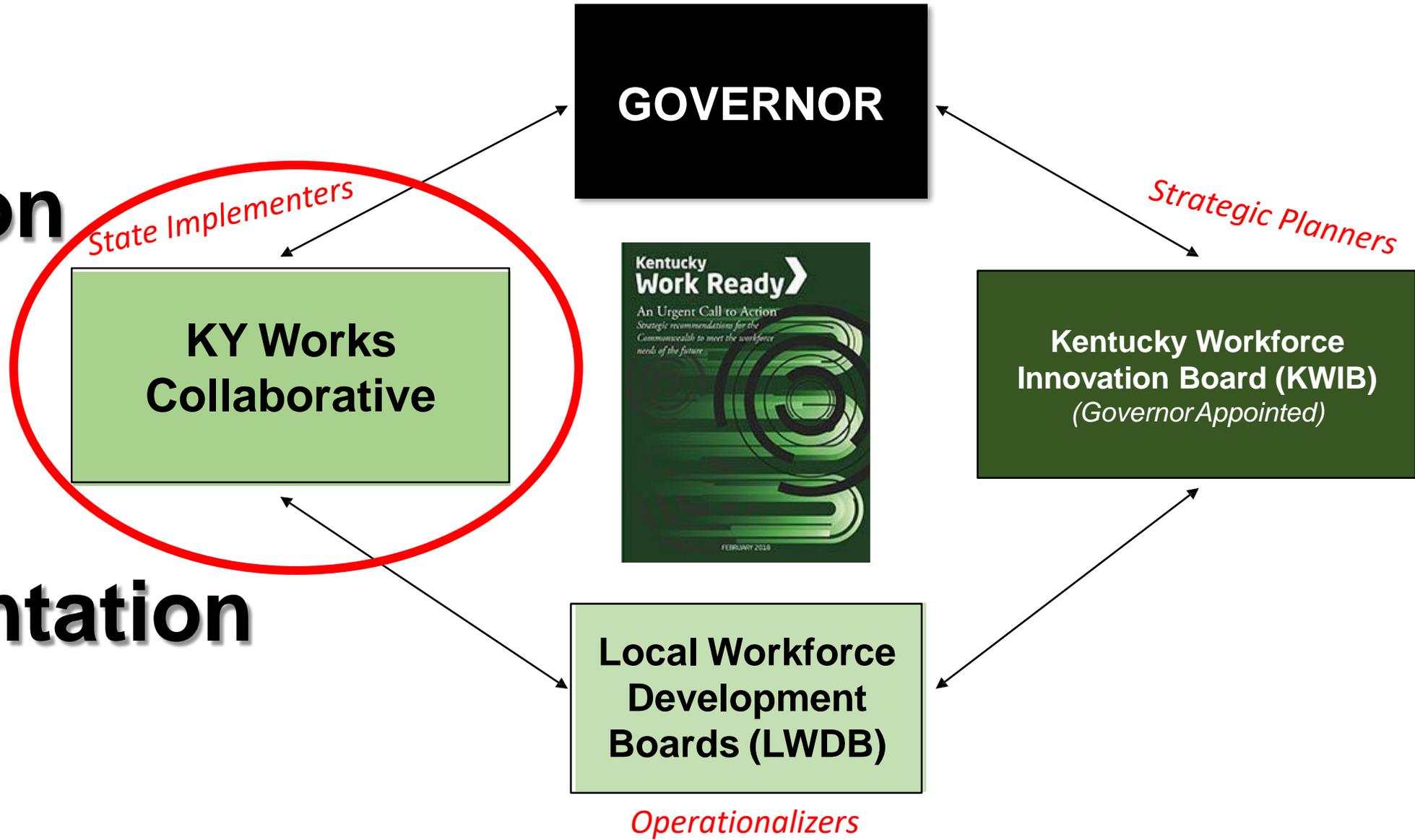
**Sector Strategies / Career Pathways Subcommittee**

**CTE / Perkins Leadership Subcommittee**

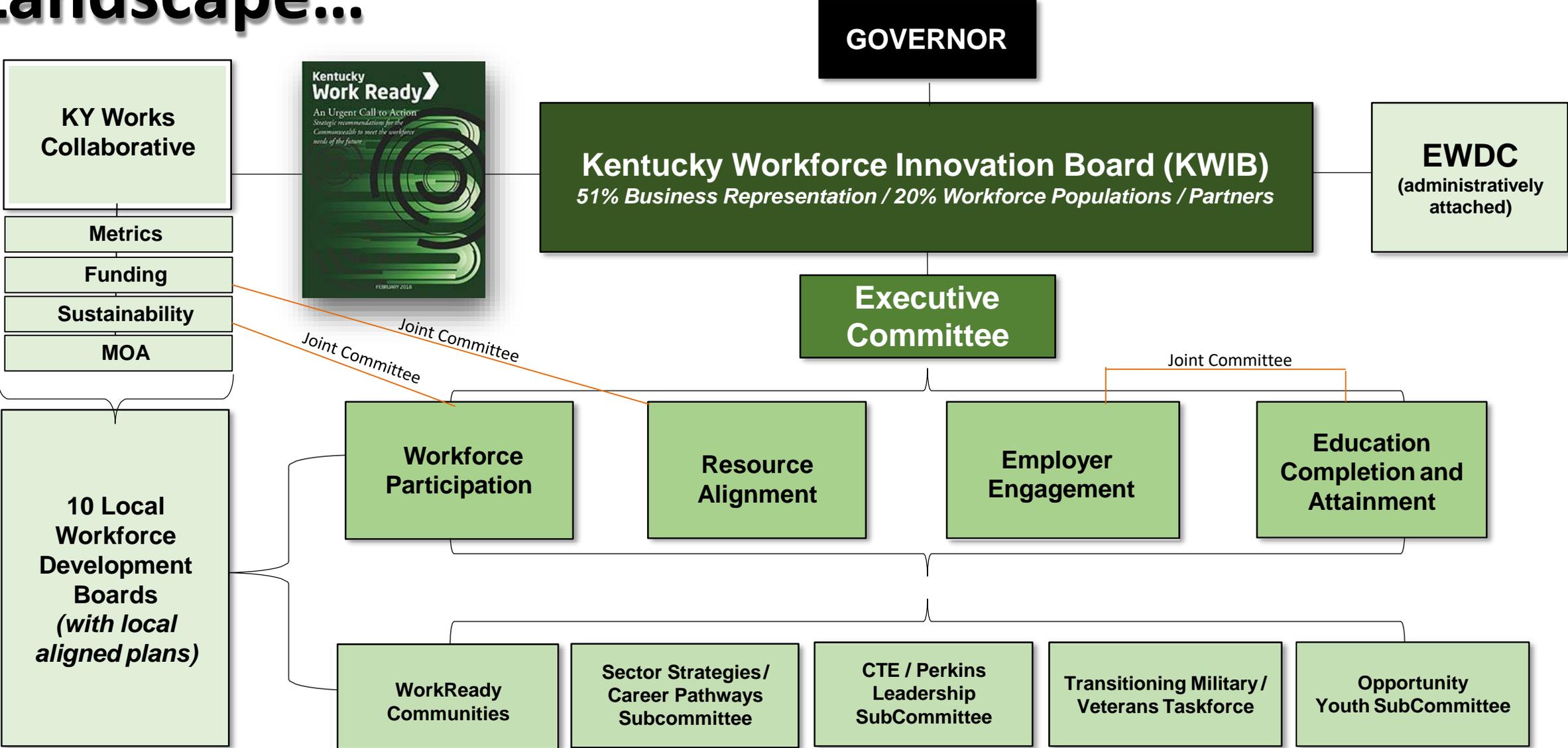
**Transitioning Military / Veterans Taskforce**

**Opportunity Youth Subcommittee**

# WIOA Integration And Strategic Plan Implementation



# Landscape...



# KentuckyWorks

## Collaborative Members

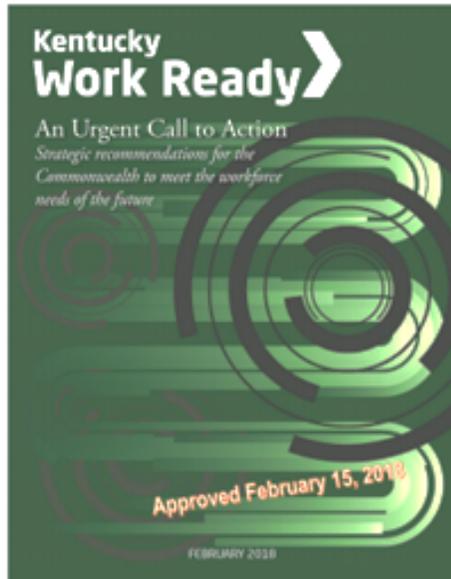
1. KY Governor or designee
2. KY Education and Workforce Development Cabinet - Secretary or designee
3. KY Cabinet for Economic Development - Secretary or designee
4. KY Labor Cabinet - Secretary or designee
5. KY Cabinet for Health and Family Services - Secretary or designee
6. KY Cabinet for Justice and Public Safety - Secretary or designee
7. KY Workforce Innovation Board - Chair or designee
8. Council on Postsecondary Education - President or designee
9. Council on Postsecondary Education Conference of Presidents - Convener or designee

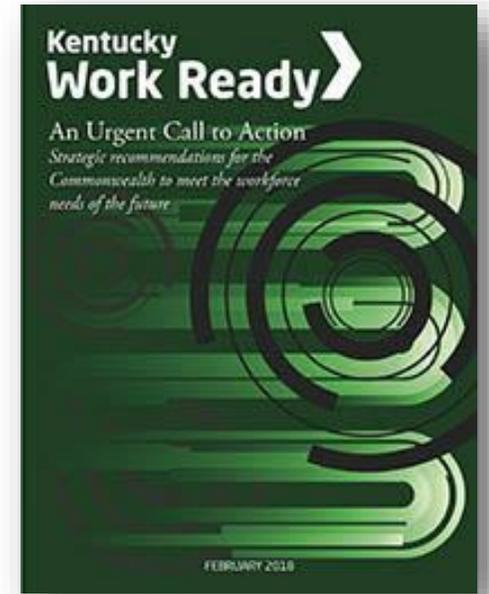
# KentuckyWorks

## Collaborative Members

10. KY Department of Education - Commissioner or designee
11. KY Commission on Military Affairs - Executive Director or designee
12. Kentucky Chamber of Commerce - President or designee
13. KY Housing Corp. /U.S. Housing and Urban Development serving KY – Ex. Dir. or designee
14. Chief Local Elected Official (representing the LEOs through KACo)
15. Local Workforce Development Board Director (representing the 10)
16. KY National Federation of Independent Business - State Director or designee
17. KY Human Development Institute – Ex. Dir. or designee
18. Job Corps Center serving KY - Director (representing the 7)
19. Kentucky Community and Technical College System – President or designee

# FOCUS ON ALL SUPPLY POPULATIONS...

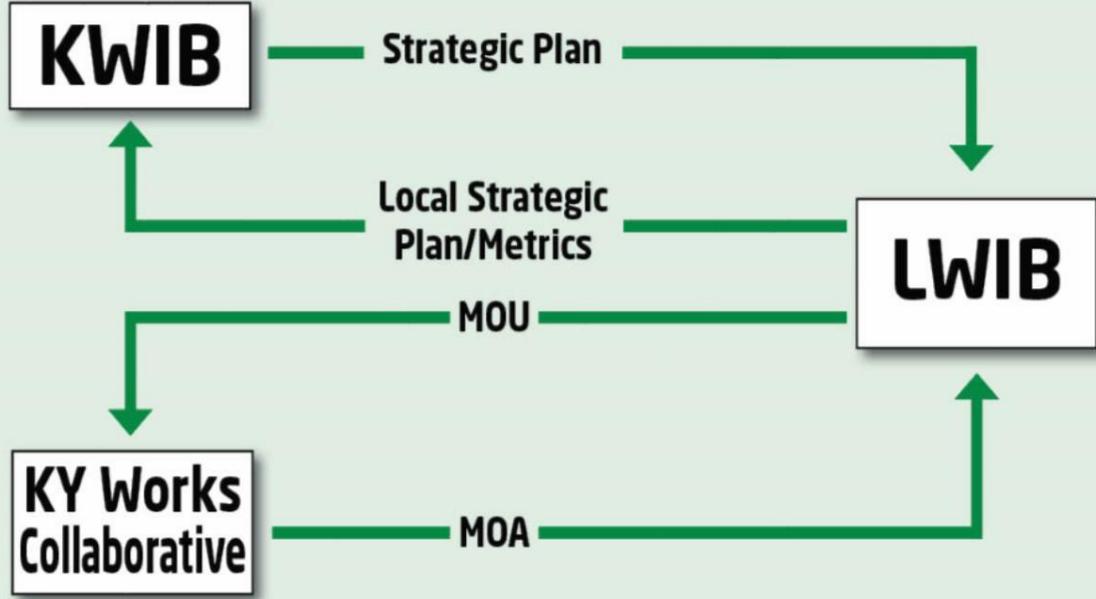




# Executive Order Deliverables

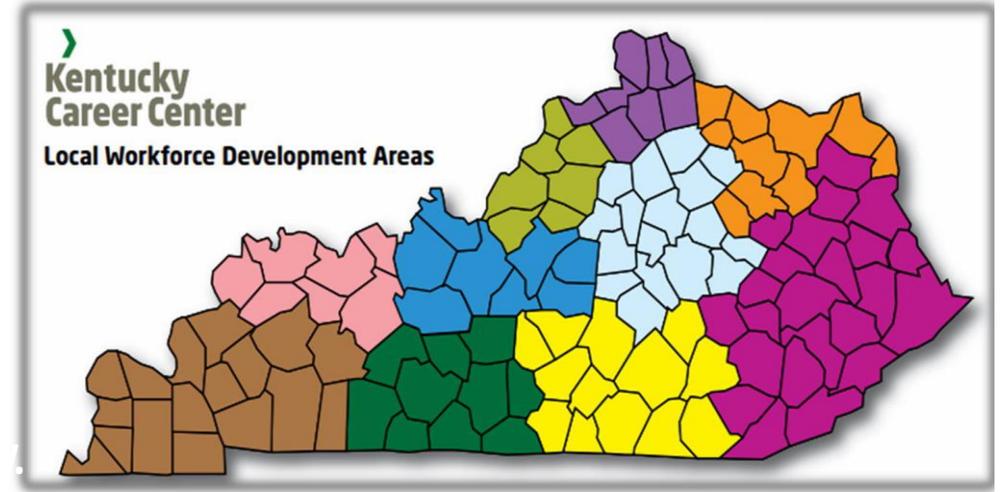
1. Implement the WorkReady Strategic Plan
2. Resource and Funding Map
3. Self Sustainability and Benefit Cliff Analysis
4. Memorandum of Agreement Among Partners
5. Quarterly Reporting of Local Boards to KWIB

# Kentucky Workforce Alignment



**Performance Based Alignment**  
providing accountability for resources and outcomes

# State and Local Alignment



# Data...



Kentucky Center for Statistics

Uniting our data  
Informing our Commonwealth

## KENTUCKY FUTURE SKILLS REPORT

HISTORIC SUPPLY (2008-10) - CURRENT EMPLOYMENT OUTCOMES - FUTURE DEMAND (2010-15)

- Over the last 5 years, there have been 460,566 people earning 623,070 credentials.
- Career and Technical Education credentials have more than doubled over the past 5 years.
- Half of STEM majors enter a field in employment.
- Healthcare Practitioners and Technicians Occupations are projected to be high skilled jobs over the next 5 years.
- In the next 5 years, Kentucky is projected to need to fill over 400,000 jobs with a wage of \$43,952.

REAL DATA to make REAL DECISIONS at **KCEWS.KY.GOV**

## HIGH SCHOOL FEEDBACK REPORT

COLLEGE GOING & SUCCESS - COLLEGE COMPLETION - WORKFORCE & EDUCATION ATTAINMENT

54% Of the Class of 2015, more than half enrolled in a public or independent postsecondary institution in Kentucky the fall after they graduated high school.

Class of 2015 public high school graduates that were Ready for College and/or Career were twice as likely to graduate from college.

## KENTUCKY WORKFORCE PROFILE: MAY 2016

51.2% of Kentucky's population live within 25 miles of a major metropolitan area.

88.4% of the Kentucky Workforce LIVE in Kentucky

88.4% of the Kentucky Workforce LIVE in Kentucky



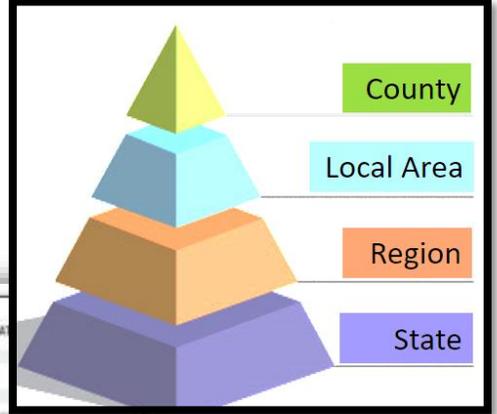
## EDUCATION DETOURS TO THE WORKFORCE

Nearly 4,000 high school (HS) seniors did not graduate in 2010. The report tracks the educational paths of these students, including those who enrolled in postsecondary institutions, those who entered the workforce, and those who dropped out of school.

- In 2010, 8.8% of 46,820 KY HS seniors did not graduate during their senior year.
- Only 3% of these students continued to graduate after 2010.
- By 2011, 56% of 42,856 HS graduates enrolled in college in KY 1 year out of high school.
- 19% of these graduates enrolled in college >1 year out of high school.
- By 2016, 36% of 34,656 2011 College-Bound Seniors earned a college credential.
- 82% of these college-bound students had a credential.

## KENTUCKY COMPUTING PROFILE

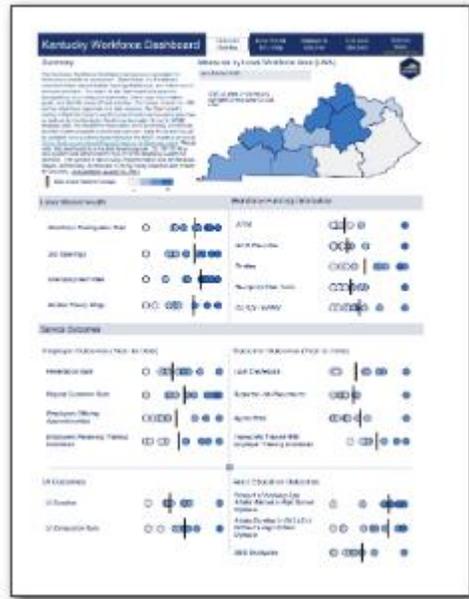
Map of Kentucky showing computing profiles by county.



# Metrics... How Will We Know Our Actions are Working?

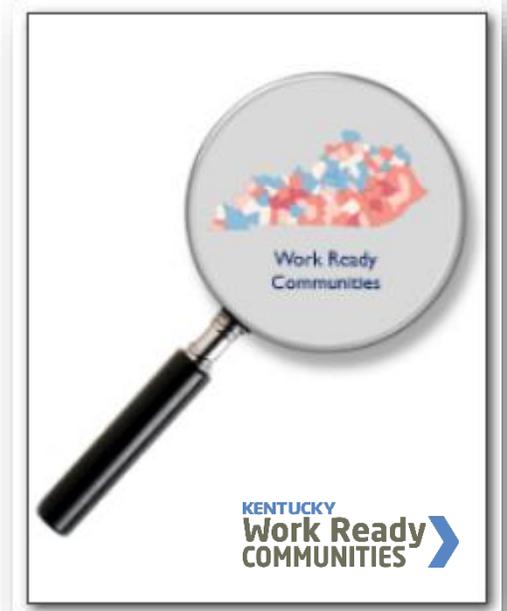


**KENTUCKY CENTER FOR STATISTICS**  
*Uniting our data. Informing our Commonwealth.*

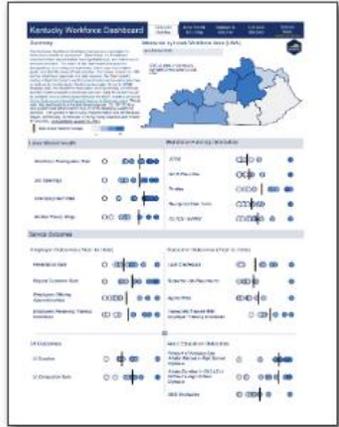


**NEW  
And  
In Development  
Local  
Workforce  
Dashboard**

**WorkReady  
Communities  
Dashboard**

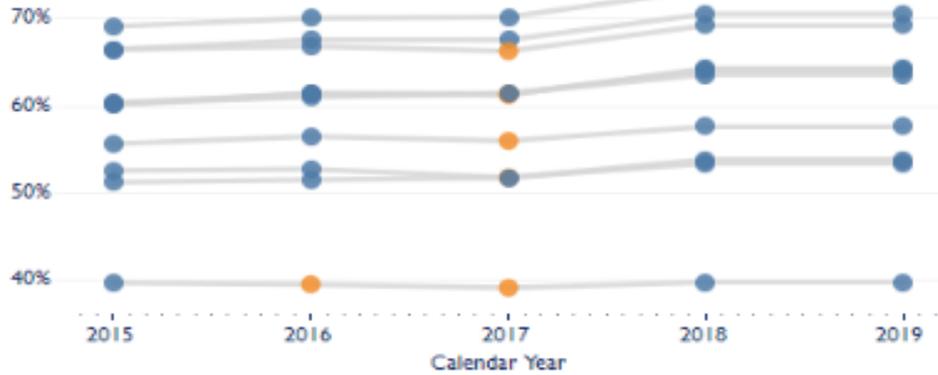


# Metrics... How Will We Know Our Actions are Working?



## Labor Market Health

### Workforce Participation Rate



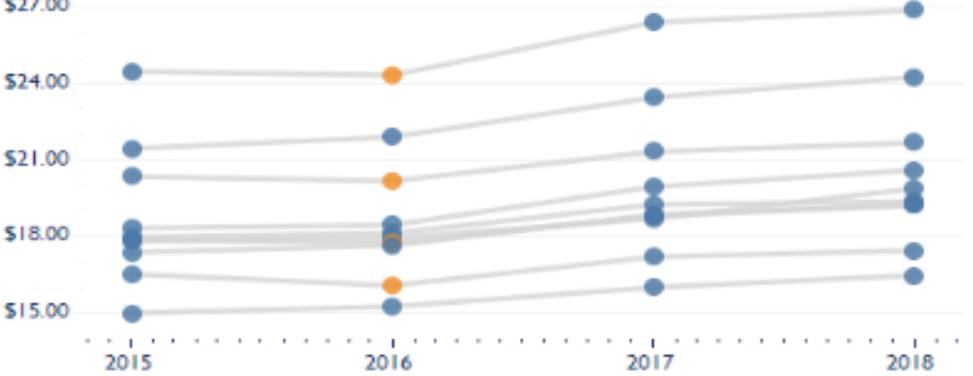
### Job Openings



### Unemployment Rate



### Mean Hourly Wage



Criteria	WorkReady in Progress	Work Ready		Recertification # 1 (3 years)	Data Source	Links to Info / Data
	Plan	Criteria	Plan	Criteria		
<b>NEW CRITERIA - (now mandated) - Apprenticeships</b>	Plan to Review / Evaluate Number of Apprenticeships as Related to Demand	Number of Apprenticeships Awarded	Increase Number of Apprenticeships Demand	Continue to Evaluate with a plan to balance supply/demand as much as possible	Labor Cabinet	<a href="http://www.labor.ky.gov/dows/doesam/AppAndTrainin/Pages/Apprenticeship-and-Training.aspx">http://www.labor.ky.gov/dows/doesam/AppAndTrainin/Pages/Apprenticeship-and-Training.aspx</a>
<b>Internet Availability and Speed</b>	Within 3 years... In counties with a population of 50,000 plus... must develop a plan to meet 25 Mbps available to 90%+ of population . With a population less than 50,000... must develop a plan to meet 25 Mbps available to 60%+ of population in counties.	Objectively demonstrate attainment of 25 Mbps availability to 90%+ of population in counties with a population of 50,000 plus and/or 60%+ of population in counties with a population less than 50,000.	Maintain	Maintain	(KentuckyWired, Broadband Now, Connected Nation)	<a href="http://kentuckywired.ky.gov/cfr/Pages/maps.aspx">http://kentuckywired.ky.gov/cfr/Pages/maps.aspx</a> <a href="http://broadbandnow.com/Kentucky">http://broadbandnow.com/Kentucky</a> <a href="http://www.connectednation.org/data-center">http://www.connectednation.org/data-center</a>
<b>NEW CRITERIA - Engagement of Disabled, Veteran, Ex-Offender and Medicaid Populations</b>	Must develop a plan to provide employment & engagement opportunities to individuals with disabilities, veterans, ex-offender & Medicaid populations. Plan should address potential transportation and childcare barriers that may exist and result in an improvement in the labor participation rate within a 3 year period.	Objectively demonstrate execution / progress of plan to engage Disabled, Veteran, Ex-Offender and Medicaid populations with input from community-specific partners tied to those individuals and local employers especially as related to addressing potential transportation and childcare barriers that may exist.	Show how this plan has increased labor participation rate over the last 3 years.	Increase Participation Rate	Office of Voc Rehab / Office for the Blind / Cabinet for Health and Family Services	<a href="http://kcc.ky.gov/Vocational-Rehabilitation/Pages/default.aspx">http://kcc.ky.gov/Vocational-Rehabilitation/Pages/default.aspx</a> <a href="http://kcc.ky.gov/Office-for-the-Blind/Pages/default.aspx">http://kcc.ky.gov/Office-for-the-Blind/Pages/default.aspx</a> <a href="http://chfs.ky.gov/public/">http://chfs.ky.gov/public/</a>
<b>Workforce Supply vs. Demand</b>	Work with local workforce board to review and analyze 5-year occupational demand by industry in order to have a system which supplies industry with the talent pipeline needed. Identify key sectors and occupations, and explain how the community is producing a workforce ready to fill those positions.	Work with local workforce board to review and analyze 5-year occupational industry demand to create a system which supplies industry with the talent pipeline needed. Identify key sectors and occupations, and explain how the community is producing a workforce ready to fill those positions.	Continue to review, analyze and plan.	Continue to review, analyze and plan to balance supply / demand as much as possible.	KCEWS	<a href="https://kcews.ky.gov/Reports/ViewReportsGeographicArea">https://kcews.ky.gov/Reports/ViewReportsGeographicArea</a>

In Progress

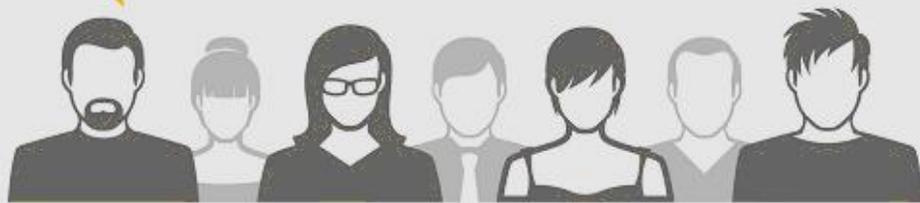
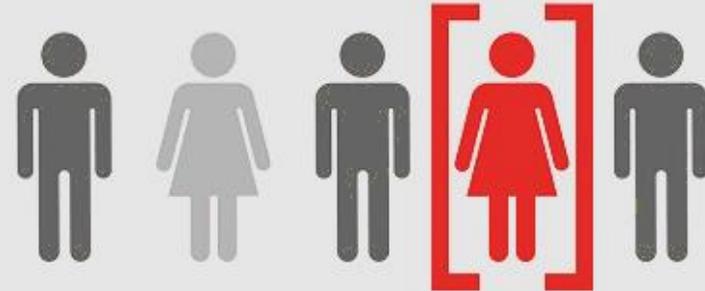
SCORE

RATE

RATE

more.

# Talent Pipeline



*Kentucky's INTEGRATED*

# Workforce System

*Let's Look at Some Data*

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WORKFORCE  
INNOVATION BOARD